

# Advertisement

Junior Professional Officer  
***WASH Officer***  
***(Hand Washing)***

UNICEF



*Closing date: 4 May 2012*

## I General information

|                                |   |
|--------------------------------|---|
| <b>Title:</b>                  | WASH Officer (Hand Washing)   |
| <b>Sector of Assignment:</b>   | Water, Environment & Sanitation Section   |
| <b>Country:</b>                | Ethiopia  |
| <b>Location (City):</b>        | Addis Ababa   |
| <b>Agency:</b>                 | UNICEF  |
| <b>Duration of Assignment:</b> | Initially one year with the possibility to extend up to 3 years   |
| <b>Grade:</b>                  | P1 step 1 or P2 step 1 in the first year, depending on the level of education and relevant working experience |

Note : this post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to people with **the Dutch nationality**— see criteria at the website of the Dutch Ministry of Foreign Affairs:  
<http://www.minbuza.nl/en/key-topics/development-cooperation/associate-experts-programme>

## II Duties, responsibilities and Output Expectations

1. Assist in formulating sustainable community participation and management systems for rural water and sanitation projects in coordination with the Ministries of Water Resources and Health

**Outputs:** Sustainable management systems in place, resulting in reduced down time of systems.

2. Assist in the coordination forums such as Emergency Water and Sanitation Sector Working Group, UNDAF Sub-group on Water and Sanitation, ensuring that the social aspects of water and sanitation are included in all plans and appeal documents.

**Outputs:** Draft CAP document for WES sector for 2005 &2006, Integrated plan for 2005/6/7, Coordination meeting reports

3. Work with Government and other partners in developing approaches and guidelines on community based management and maintenance for rural water supplies and sanitation.

**Outputs:** CBM defined within the various regional contexts, Guidelines produced

4. Select and compile training and orientation materials on community capacity development within the context of rural water supplies and sanitation and assist in the development and implementation of a training/capacity building plan for sector professionals.

**Outputs:** Capacity building plan developed and implemented, Training materials developed and produced

5. Undertake regular field visits to monitor and evaluate the community development/social aspects of the WES programme. Systematically document progress being made on the social aspects of the WES programme at community level and share relevant information and case studies with partners at all levels.

**Outputs:** Field trip reports with findings, recommendations and follow-up actions, Series of short documents and case studies on the social aspects of WES activities.

6. Assist in the preparation of WES funding proposals, donor reports and other documents as and when necessary.

**Outputs:** Draft WES funding proposals, Draft WES Donor reports

### **III Training component: Learning elements and expectations**

The JPO will undergo a comprehensive training programme which to benefit both the SM and UNICEF through, among others, undergoing a ‘learning by doing’ programme.

Various sources of learning will include but not be limited to the following:

- Coaching during “doing”
- Direct training through the various UNICEF provided webex sessions
- Various online sources, publications, etc
- Face-to-face training provided by UNICEF as deemed relevant and appropriate
- Exposure to other bi-lateral and multi-lateral organizations

Among other activities, the assignment will start by developing a detailed learning plan for the SM that will include time line, expected result, source, etc with a view to have a clear vision on the set of skills the SM would have acquired by the end of the assignment and with a view of developing her/his skills to be able to manage regular UNICEF SM’s workload and function on her/his own.

After the two-year assignment the JPO will be able to:

- Plan and implement the social aspects of Community Based WES activities
- Prepare quality case studies, donor proposals and reports
- Monitor and supervise community aspects of water and sanitation interventions
- Strengthen coordination skills among Government departments, NGOs and other stakeholders
- Develop capacity building strategies for the social aspects of WES

In addition:

- UNICEF uses e-PAS (or electronic Performance Appraisal System) that enables staff and supervisors to set up, monitor and complete their annual performance evaluations.
- E-PAS includes a 3-phase participatory performance management approach (planning, mid-year review and year-end assessment) where work outputs, competencies and development goals are discussed and rated by supervisor and supervisee.

### **IV Supervision**

**Title of supervisor:** WES Specialist

### **V Required Qualifications and Experience**

#### **Education:**

Advanced University degree (MA, MS, MSc, MPH, Ph.D), in Social Sciences ideally with an aspect of water and sanitation development

#### **Working experience :**

Preferably 2 to maximum 4 years of relevant professional experience gained with Government, NGO or International organization, including internships and voluntary work., Preferably in participatory planning, communication and social mobilization at the community level. Experience in the design, management and monitoring of social service provision especially in the field of water and sanitation will be an added advantage.

**Languages:** Fluency in English. Knowledge of Amharic will be added advantage.

#### **Key competencies:**

- Report writing skills with good computer knowledge with word-processing and spread sheets

- Good communication/training skills
- Good inter-personal and communication skills
- Good advocacy, negotiating, analytical and communication and training skills
- Ability to work in an international and multicultural team.

## **VI Background information on Agency/Department/Section**

<http://www.unicef.org/infobycountry/ethiopia.html>

UNICEF's support to rural water supply, sanitation and hygiene education in Ethiopia has been ongoing for over 30 years and is well recognized and supported by the Government of Ethiopia. The Government with the support of UNICEF and other donors is committed to improving access to improved services in rural areas and despite immense efforts over the years, access to improved water supplies and sanitation remains very low especially in rural areas. Additionally the last few years has seen Ethiopia plagued by recurring natural and man-made emergencies, which caused severe suffering to large portions of the population, including a significant loss of lives. It was a drain on the limited national resources and showed its effects especially on access to safe water supply and sanitation in which Ethiopia's coverage is already among the lowest in Africa: just 31% and 17%. While the actual supply coverage levels, considering the number of schemes out of order, is estimated at less than 20% and 6% respectively (an estimated 30-60 percent of the constructed water schemes are not functioning and many of the constructed latrines are not in use).

UNICEF partnered with major governmental organizations to create the necessary technical and financial support to improve this situation, especially for women and children who are the most vulnerable. The Master Plan of Operations agreed upon by our Water, Sanitation and Hygiene programme and the Government of Ethiopia, guided by the 1999 Water Supply and Sanitation Policy, calls for the provision of sustainable and sufficient water supply services to all the peoples of Ethiopia.

Hence, the overall country objective of the Water and Environmental Sanitation (WES) programme is to support national efforts toward progressive realization of the basic right to have clean water and improved sanitation services. The Rural Water Supply project is intended to support the national five-year goal of increasing the safe water supply coverage from 28 to 40 percent. According to the plan, UNICEF is to support construction of 1,550 new water supply schemes and rehabilitation of 850 old water supply schemes including local capacity building for operation and maintenance of water supply schemes, which will contribute to 3 percent national coverage increase. Similarly, there is a plan to increase sanitation coverage by 3% of the five year period.

A considerable amount of work has been carried out in the last few years by regional water and health bureaus to supply clean water supply, sanitation facilities and hygiene education in all regions. However, the integration of water supply and sanitation activities despite considerable effort accomplished little to date. In the future the major focus of the project will continue to be on a) Integration of Water supply with Sanitation and Hygiene education and strengthening woredas capacity b) ensuring Social mobilization activities are integrated in all WES activities c) developing sustainable operation and maintenance systems, d) facilitating private sector involvement and e) strengthening collaboration and partnership.

The proposed incumbent shall work as part of the overall WES team in UNICEF Ethiopia and shall focus on the social aspects of the WES interventions. S/he shall be an invaluable team member working alongside other technical, social and health professionals to enhance integration at all level and ensure long term sustainability of the facilities provided. In addition to working directly with the WES sector linkages shall also be made with the Health sector through the Child Survival initiative and the Education sector through the Girls education Initiative.

## **VII Information on living conditions at Duty Station**

### **Security**

Addis Ababa is generally a safe place. Expatriates should remain vigilant at all times. There is security around all major hotels, key government offices and major Embassies in Addis Ababa. Petty theft/mugging is common particularly in the Piazza or Mercato areas of Addis Ababa and is on the increase in other areas..

### **Housing**

Expatriate housing has traditionally been in bungalows and larger houses in their own compounds, although apartments in low-rise blocks are beginning to catch on. Good private accommodation is now easy to find. The following website can be a good resource for housing: [www.ethiobroker.net](http://www.ethiobroker.net)

### **Education**

There is the International Community School (Former American Community School) which offers services from Kindergarten to high school in Addis Ababa. For more details, please refer to the following webpage <http://www.icsaddis.edu.et/>. There are other local schools available

### **Employment for spouses**

UNICEF offices will, to the extent possible, assist spouses of international staff members seeking employment in UNICEF or other UN agencies.

## **VIII How to apply**

Please apply to this post via UNICEF e-Recruitment portal through the link below.

[https://careers.unicef.org/sap/bc/webdynpro/sap/hrrcf\\_a\\_posting\\_apply?PARAM=cG9zdF9pbnNOX2d1aWQ9NEY4MTQ3MTg0NEVGMjQxMEUxMDAwMDAwOUU3MTBGMEYmY2FuZF90eXBPUVYVA%3d%3d&sap-client=100&sap-language=EN&sap-accessibility=X](https://careers.unicef.org/sap/bc/webdynpro/sap/hrrcf_a_posting_apply?PARAM=cG9zdF9pbnNOX2d1aWQ9NEY4MTQ3MTg0NEVGMjQxMEUxMDAwMDAwOUU3MTBGMEYmY2FuZF90eXBPUVYVA%3d%3d&sap-client=100&sap-language=EN&sap-accessibility=X)

Applicants will receive acknowledgement of receipts of their submission. Only shortlisted candidates will be contacted.